**FULL AND FINAL RELEASE**

**I, [Employee Name],** in consideration of the terms and conditions set out in the attached letter of [Date], do hereby release and forever discharge [Company Name] (hereinafter “Company Reference”), their officers, agents, servants, employees, predecessors, successors and assigns (the “Releasees”) from any and all actions, causes of action, complaints, appeals, requests, covenants, contracts, claims, including bonus claims under any terms of employment whether express or implied, and demands whatsoever, whether arising at common law, by contract, by statute, or otherwise, which I have ever had, now have or which my heirs, executors, administrators and assigns, or any of them hereafter can, shall or may have by reason of my employment with or termination of employment from [Company Name] effective on or about [Date].

**AND FOR THE SAID CONSIDERATION**, I further agree not to commence, maintain, or continue any action, cause of action, claim, request, complaint, demand or other proceeding, against any person, corporation or entity in which any claim could arise against the Releasees or anyone of them for contribution or indemnity.

**AND IT IS FURTHER AGREED** that my rights have not been violated in any manner. In the event that I should hereafter make any claim or demand or commence or threaten to commence any action, claim or proceeding, or make any complaint against the Releasees or anyone connected with the Releasees for or by reason of any cause, matter or thing, this document may be raised as an estoppel and complete bar to any such claim, demand, action, proceeding or complaint. Further, I acknowledge and agree that, in light of this settlement, any complaint filed under the Human Rights Code or any other legislation, which in any way relates to my employment would be frivolous, vexatious and an abuse of process. I further agree that I have no claim for disability benefits and I will not institute any action against any carrier or the Releasees which relates to said benefits. I further agree that this settlement can be relied upon as a complete bar to any such action or complaint.

**AND IT IS FURTHER AGREED** that the payments made to me are made with denial of liability on the part of the Releasees.

**AND IT IS FURTHER AGREED** that I shall not disclose the terms of this settlement to anyone including employees and former employees of [Company Name] I agree not to disclose any information relating to the private or confidential affairs of [Company Name] or relating to any secrets of [Company Name] to any person other than for [Company Name] purposes.

**AND IT IS FURTHER AGREED** that for the aforesaid consideration, I will pay the appropriate authorities any taxes or any Employment Insurance repayments or any interest, fines, penalties or other charges of any kind whatsoever under any statutory provision, federal or provincial, that may be claimed or levied against me as a result of the payment of the amounts referred to in the attached Agreement dated [Date], and I hereby agree to indemnify and save harmless the Releasees from any and all claims or demands under the Income Tax Act of Canada, the Employment Insurance Act of Canada, and/or the Income Tax Act, and/or under any other statute, federal or provincial, for or in respect of any failure on the part of the Releasees to withhold income tax, or any other source deductions, or remit Employment Insurance repayments from all or any part of the said consideration and any interest or penalties relating thereto and any costs or expenses incurred in defending such claims and demands.

**AND I HEREBY DECLARE** that I fully understand the terms of settlement as set out in the attached Agreement dated [Date], that the terms thereof constitute the sole consideration for this Release and that I voluntarily accept the amounts stated therein for the purpose of making full and final compromise, adjustment and settlement of all claims aforesaid.

IN WITNESS WHEREOF I have hereunto set my hand and seal this \_\_\_ day of [Month, Year]

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee Name

SIGNED, SEALED & DELIVERED

in the presence of

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness